



TALENT ASSESSMENT STRATEGIES FOR THE FUTURE

October 5-6 | Philadelphia, PA

Warwick Hotel Philadelphia

SIOP Leading Edge Consortium Planning Committee

Tracy Kantrowitz, Chair, PDRI

Tony Boyce, Amazon

Eric Dunleavy, DCI Consulting

Kyana Beckles, Leverage Assessments

Ryan O'Leary, PDRI

Amber Burkhardt, Valmont Industries

Emily Solberg, SHL



Welcome

Welcome to the 17th Annual SIOP Leading Edge Consortium (LEC) in The City of Brotherly Love: Philadelphia, Pennsylvania.

This year's LEC brings together a diverse group of thought leaders who have pushed assessment forward in the past 5 years to share contemporary research and guidance on how organizations can chart a course forward. In addition to listening to these exciting and dynamic presenters, we encourage you to make the most of the networking opportunities available at this year's event.

The outstanding 2023 LEC team includes the LEC planning committee— Kyana Beckles, Anthony Boyce, Amber Burkhart, Eric Dunleavy, Ryan O'Leary, and Emily Solberg—as well as the SIOP Administrative Office staff. Their hard work has produced a program full of valuable and timely information that can be applied to myriad situations in organizations and companies from various arenas. Please share your insights and observations using #LEC23 so others in attendance and following on social media can benefit.

Thank you for being part of this important professional learning opportunity!



Tracy Kantrowitz
PDRI, LEC Chair

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Agenda

All events in Grand Ballroom unless otherwise noted.

Thursday

1:00-1:15 p.m. Welcome
Tracy Kantrowitz, PDRI, LEC Chair

1:10-1:45 p.m. Keynote Presentation
Lyle Ungar (University of Pennsylvania)
Assessing Interpersonal Judgments Using Explainable AI

1:45-3:15 p.m. Program Block 1
Artificial Intelligence Applications to Assessment
Anthony S. Boyce (Amazon), Session Chair
Nick Koenig (Walmart)
Automating the Experts: The Development and Application of AI in Selection
MQ Liu (Amazon)
Using Natural Language Processing to Score Audio Constructed Response Simulation
Richard Landers (University of Minnesota)
The Use of GPT and Other Large Language Models for Drafting and Scoring Assessments
Dan Putka (HumRRO)
Broadening Applications of AI in Selection and Assessment: A Forest for the Trees

3:15-3:45 p.m. Break: Mezzanine Prefunction

3:45-5:45 p.m. Program Block 2
Ensuring Fairness and Driving Diversity in Assessment
Kyana Beckles (Leverage Assessments), Session Chair
Rajanique Modeste (Vestigia Organizational Strategies)
Integrating DEIAB in Assessments
Damon Bryant (Morgan State University)
Potential for Bias in Computer Adaptive Testing
Kyana Beckles (Leverage Assessments)
Consider This: Guidance for Increasing Fairness for Underrepresented Groups
Kristen Pryor (DCI Consulting)
Give Me Just a Little More Time: Advancements in Assessment Accessibility
Kristin Allen (SHL)
Evidence-Based Best Practices for Autistic-Inclusive Assessments: The Value Of Reactions In Neurodiversity Research
Eileen Toomey (Johnson & Johnson)
Diversity, Equity, and Inclusion Best practices in Selection and Assessment

5:45-6:45 p.m. Evening Reception: Mezzanine Prefunction

7:00-9:00 p.m. Optional Networking Dinners

Friday

7:00-8:00 a.m. Breakfast: Locust Room, Warwick Room, & Mezzanine Prefunction

8:00-9:15 a.m. Program Block 3

Revisiting Assessment Validity for Job Performance

Emily Solberg (SHL), Session Chair

Paul Sackett (University of Minnesota)

Toni Locklear (APT Metrics)

Rod McCloy (HumRRO)

Tunji Oki (Google)

Betsir Zemen (Meta)

9:15-10:15 a.m. Program Block 4

Considerations, Challenges, and Opportunities with Remote Assessment

Ryan O'Leary (PDRI), Session Chair

Doug Reynolds (DDI)

An Assessment Practitioner's Guide to International Data Privacy Compliance

Melissa Nosik (Competency & Credentialing Institute)

An Evaluation Checklist for Considering Remote Proctoring

Liberty Munson (Microsoft)

Generative AI and Assessment Security: Opportunities and Challenges

10:15-10:45 a.m. Break: Mezzanine Prefunction

10:45 a.m.-12:15 p.m. Program Block 5

Elevate and Empower: The Role and Impact of Assessments in Development

Amber Burkhart (Valmont Industries), Session Chair

Lauren McEntire (PepsiCo)

Assessments and Diagnostics for Organizational Development: A Multilevel Perspective

Dan Russell (RHR International) and Ali O'Malley, (Reflexion Group)

Panel Discussion

Assessments as Catalyst to Coach and Advance Leaders

Richard Chambers (General Mills)

Accelerating Development of Associate Managers in Manufacturing: A Case Study on Assessments, Coaching, and Programing

Dennis Adsit (Adsum Insights)

Why Is Teambuilding Ability the Runt of the Leadership Effectiveness Litter?

12:15-1:15 p.m. Lunch: Locust Room, Warwick Room, and Mezzanine Prefunction

1:15-2:30 p.m.

Program Block 6

Legal Update on Artificial Intelligence, Automated Decision Tools, and Affirmative Action

Eric Dunleavy (DCI Consulting), Session Chair

Vicki Lipnic (Resolution Economics)

Nathaniel Glasser (Epstein Becker)

Eden King (Rice University)

2:30-3:00 p.m.

Keynote Closing Presentation

Alexis Fink (Meta)

View From the Trenches: The Promise, Perils and Path Ahead on Assessment in Organizations

Thank you for attending the 2023 Leading Edge Consortium! We hope you enjoyed the event and received some great information to take back to your organization. Don't forget to fill out the event survey. We appreciate your feedback and use it to make continuous improvements. Visit www.siop.org/Leading-Edge-Consortium for information on the 2024 event as it becomes available.

Note: Ride share sign ups are available at the registration desk. SIOP does not arrange transportation but provides the means by which attendees can find others departing at the same time with whom they can share a taxi, Uber, or Lyft.

Safe travels!



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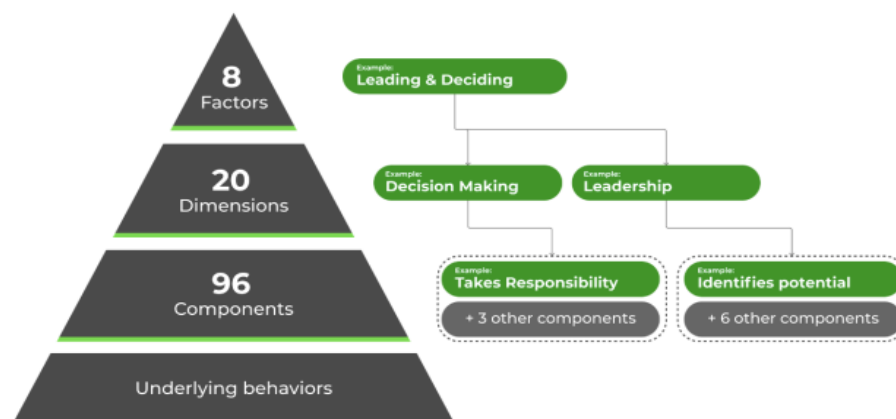


Adopting a skills-based hiring strategy enables organizations to hire for potential, expand talent pools, and mature their talent acquisition careers strategy.

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**Edited by Tracy Kantrowitz,
Douglas H. Reynolds, and John Scott**

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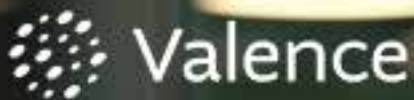


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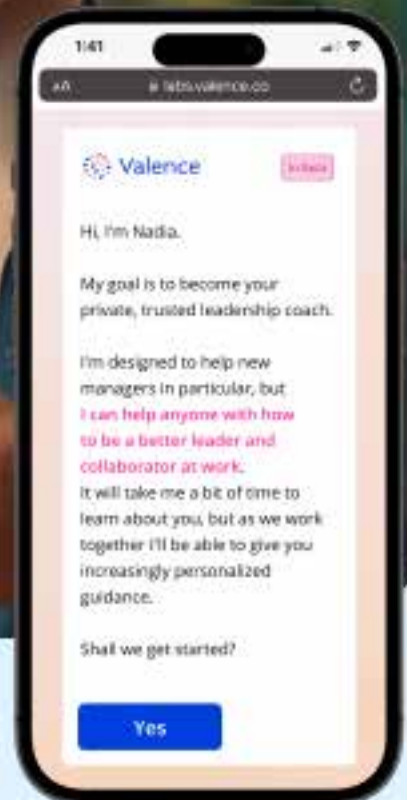
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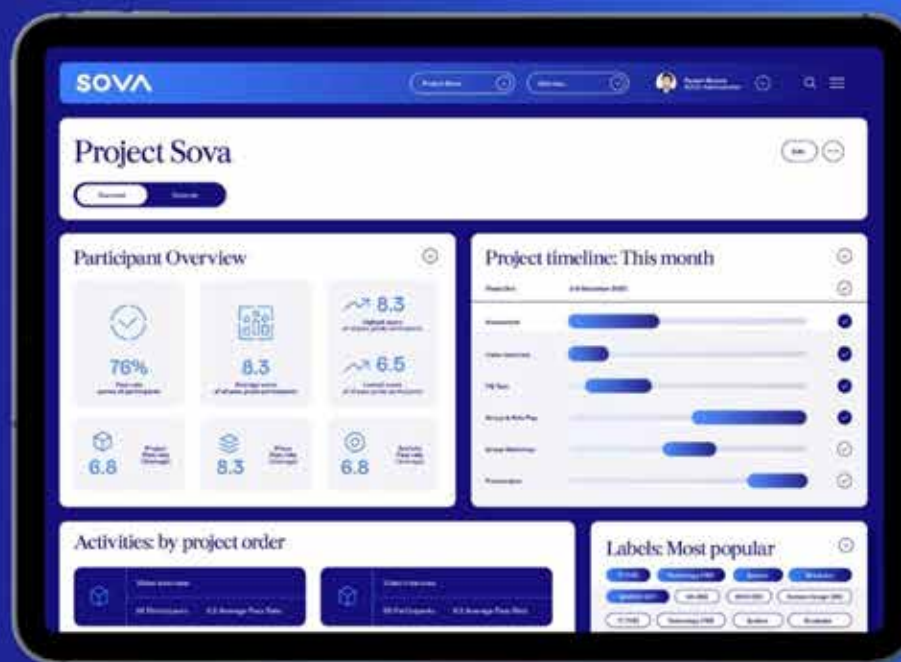
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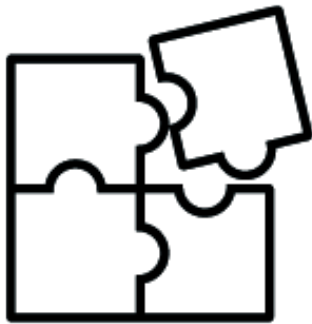
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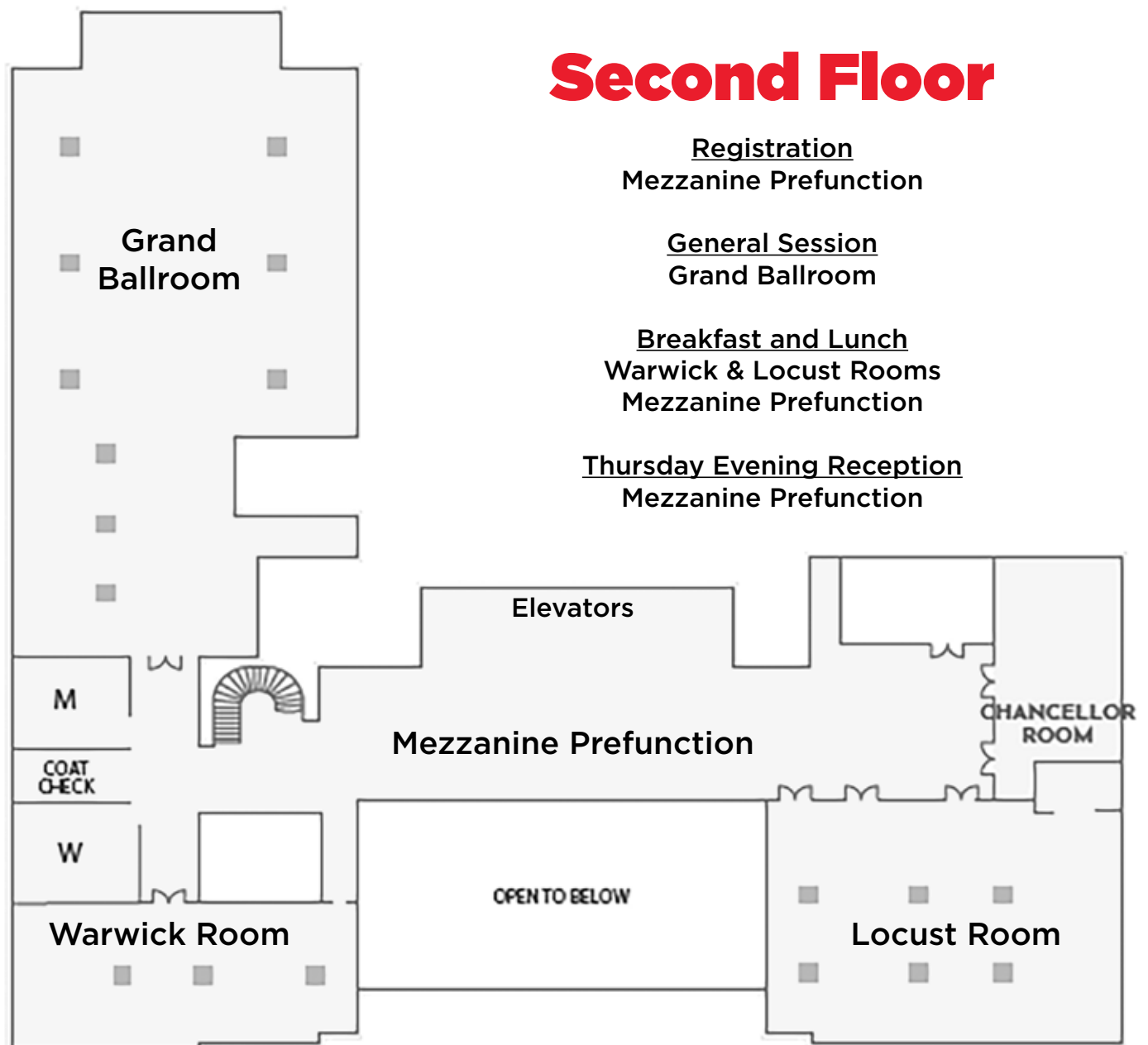


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